

**2015 CITY OF SAN JOSE – MEF/CEO NEGOTIATIONS
TENTATIVE AGREEMENT**

CITY PROPOSAL TO MEF – HOUSEKEEPING

City Proposed Language:

ARTICLE 10 LEAVES

10.2.3 Computation of Vacation Leave. For purposes of accruing vacation, paid leave of absence from duty by reason of sick leave, holiday leave, vacation leave, ~~disability leave~~, compensatory time-off, or any other paid leave, shall be deemed to be time worked. Prior periods of employment shall be credited to the employee for purposes of determining vacation eligibility, provided that during each such prior employment period, the employee achieved permanent status.

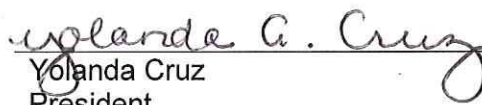
**This agreement is considered tentative and shall not be considered final or binding until a final agreement on all terms has been reached and both ratified by union members and approved by the City Council.*

FOR THE CITY:

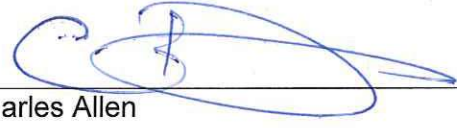

Jennifer Schembri
Interim Director of
Employee Relations

5/26/15
Date

FOR THE UNION:


Yolanda Cruz
President
MEF, AFSCME Local 101

5/26/15
Date


Charles Allen
Business Agent
AFSCME, Local 101

6-4-15
Date